

# **EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE (EEOAC)**

**January 8, 2003**

Prepared by: Joe Guerrero  
Draft Date: July 10, 2003

## **Members Present**

Tony Dickerson  
Russell Grace  
Joe Guerrero  
Ivonne Guzman-Cicero  
Teresa Medeiros  
Charles Ross  
Judy Yee

## **Guests Present**

Cindy Francisco  
Sal Alatorre  
Nimal Diunugala  
Gene Sato

## **Members Absent**

Analisa Bevan

The meeting was called to order at 9:36 a.m. It was held via videoconference between the Cal/EPA Headquarters Building located in Sacramento and ARB El Monte offices.

## **APPROVAL OF PREVIOUS MINUTES**

The committee approved the December 2002 minutes with the addition of March 2002 minutes approval added. September 2002 minutes were approved. August 2002 minutes were approved with edits.

The March 2001 minutes need to be posted to the EEOAC website. An electronic version of the March 2002 minutes is needed for posting to the EEOAC website.

## **EQUAL EMPLOYMENT OPPORTUNITY REPORT**

Cindy Francisco went to a training course for roles of EEO. Information presented at the training included:

- When departments are hiring, recruitment is allowed for underrepresented groups.
- Extending probation for a person with reasonable accommodations is allowed.
- Age discrimination protection is extended to include all persons regardless of age. Since then, the State Personnel Board sent a clarifying memo stating that age protection remains for only age 40 and older.

## **DISABILITY ADVISORY COMMITTEE REPORT**

No information to report.

## **CONTINUING (OLD) BUSINESS**

### Ideas for 2003

Training regarding exams, taking interviews, and completing resumes seemed to be well received. El Monte staff expressed concerns about upward mobility opportunities for Air Resources Field Representatives.

The timeframe for another workshop was discussed and the middle or end of September was agreed upon as an appropriate date.

### Career Decision Making Seminar

Both El Monte and Sacramento will be scheduled for a 9:30 a.m. start time to assist for those people who are traveling.

## **NEW BUSINESS/OPEN AGENDA ITEMS**

There was some discussion about encouraging El Monte staff to apply for an upcoming vacancy on the committee.

## **ADJOURN**

The chairperson adjourned the meeting at 10:45 a.m.